

# Market Range Detail - HST Analyst

## Effective Date

January 29, 2007

## Market Range Title Description

This market range title is reserved for specialty information technology positions, which have been determined by Employee Compensation to require a premium due to demonstrated industry-wide unmet demand for specific unique skill sets that are at or above a journey level. As industry demand and talent shortages change over time, positions may be removed from or placed into this market range title as determined by Employee Compensation.

## Market Range

### Minimum Hourly Rate

\$30.29

### Midpoint / Hiring Maximum

\$42.25

### Maximum Hourly Rate

\$54.20

## Likely Minimum Qualifications

- Bachelor's degree in Computer Science or related field
- Minimum of 2 years of direct IT specialty experience
- Other combinations of education and experience may be considered in substitution for the minimum qualifications

## Working Titles

- PeopleSoft Programmer/Analyst
- PeopleSoft Programmer/Analyst - Lead
- PeopleSoft Systems Administrator - Lead
- PeopleSoft Systems Administrator - Lead

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.